Working Effectively in Interdisciplinary Teams
Missed Deadlines

Let's move on now to the fun part of our training. I'm not going to introduce Sponge Bob square pants or Big Bird or anything like that. We're actually going to visit some scenarios. We'd like each of you to choose a spokesperson, read the scenario in your Participant Guide, brainstorm with your team to develop ideas that you would recommend to resolve the issues. Finally, we would like you to share your thoughts with the rest of us. First off, scenario number 1 is the case of the missed deadline. Please turn to page 28 in the Participant Guide and take five minutes to work with your team. We'll put the timer on the screen for you.

Okay. Now we would like to hear from you. We'll turn the green light on. Who would like to go first sharing one or two ideas your team came up with?

This is Steve from - Winnemucca --

Let's go with Steve. I heard Steve first.

This is Steve in Carson City, and this is simply a matter of prioritizing and committing to the work, prioritizing from all the other busy project they have to do. We all know what that's like.

Exactly. Good. Thanks a lot. So what's going to need is either a manager as part of the team or the team needs to recognize management commitment to this project and

somebody's got to decide, this is priority, or somebody else is going to work on it.

Again, it's critical to have that communication link with management. One thing in Roseburg is we initiate our teams with a project initiation letter. It spells out what the goals are of that particular project with some scheduling concerns. Any other comments from out there in terms of the scenario.

Winnemucca came in.

This is Jerry from Winnemucca. We talked about those same things the last caller did. We also felt you should go back to your mission/vision statement and you should ask folks what they really need to do to get the work done and possibly checking with their supervisor to see that that individual is given the time he needs to get the work done.

Excellent comment. Thanks very much for that.

We also would like a "Gumby" and "Pokey."

Okay. Let's have another comment and -- in response to this scenario.

This is Tony in Medford --

We have a little crosstalk there. I heard a Tony first.

Tony Kerwin from Medford. We had quite a list but we kind of parsed it down to take a

field trip to discuss the issues and projects, form up some team buddies, work with each other to try to get things done and praise any progress to date.

Excellent. Excellent. Let's hear from another office. I heard an Anchorage.

This is Pat in Anchorage. One idea that we have is to be sure that our communication is clear, that everyone is noticed and that they're noticed in an appropriate way so that they understand what's expected and when it's due.

Excellent. Thank you, Pat. Let's have one more answer. I heard a Dan and also a Tonopah. Let's go with Dan first.

Yeah, our main thing was we would go directly to the person and talk to them about their problems and issues and then we would also revisit their task list.

Okay. Good. And Tonopah?

In addition to what a lot of other people said, one thing we suggested was having a public calendar, like a dry erase board, that's posted in a public area so that everybody can see what tasks they need to do and what they need to do.

Excellent. Good idea. By like to give away another book now to Steve from Carson City. I believe he was the first to call in -- is it Steve? Oh, Steve. Okay. This particular book is called "motivate teams, maximize success." I want to get a copy of this one myself. I have glanced through this book and it looks like a particularly good book. Got some

real nice color pictures. I'm going to bleed out the camera with that, but thank you, Steve. Panel, real quickly, let me ask you, did we cover that one completely? Any last-minute real important thoughts you would like to add.

I would just like to point out that just like with the environmental analysis, missing pieces tend to add up and you add up with a cumulative effect. So when you have something like this going on, address it as early as possible so that you don't end up with a cumulative problem over time.